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ABSTRACT

This module deals with various state and federal legislation pertaining to the civil rights of students enrolled in vocational cooperative programs in Michigan. Covered in the module are Title VI and Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972 as well as Michigan civil rights legislation. The module, which is designed to be a self-paced, instructional package, includes a pre-test, answer key, scoring instructions, a reinforcement exercise, case studies with appropriate answers, and additional agency and printed references. (MN)

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CIVIL RIGHTS

Civil Rights Act of 1964 (Amended 1972, 1975, 1978)
Title VI
Title VII

Educational Amendments of 1972
Title IX

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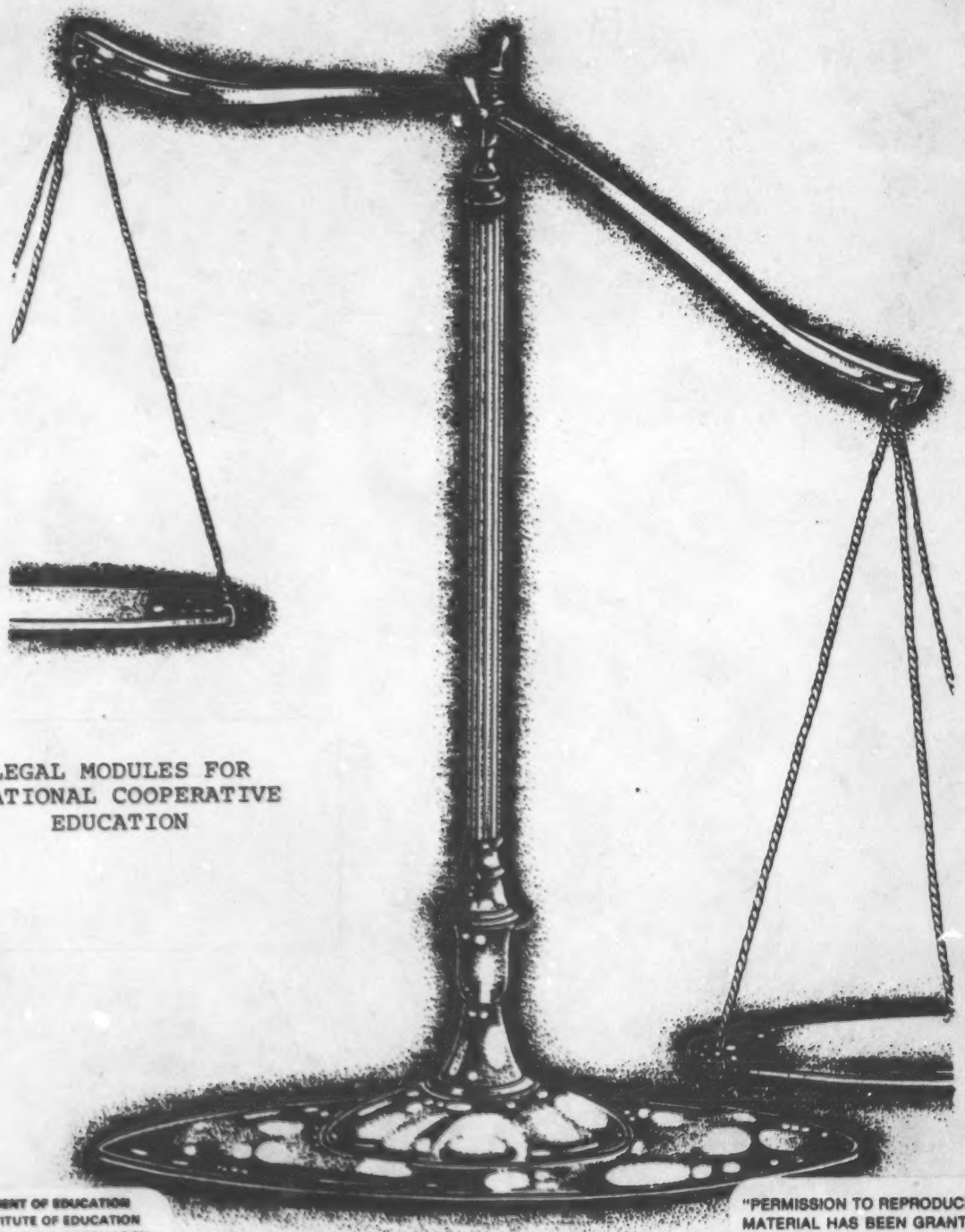

LEGAL MODULES FOR
VOCATIONAL COOPERATIVE
EDUCATION

CE034161

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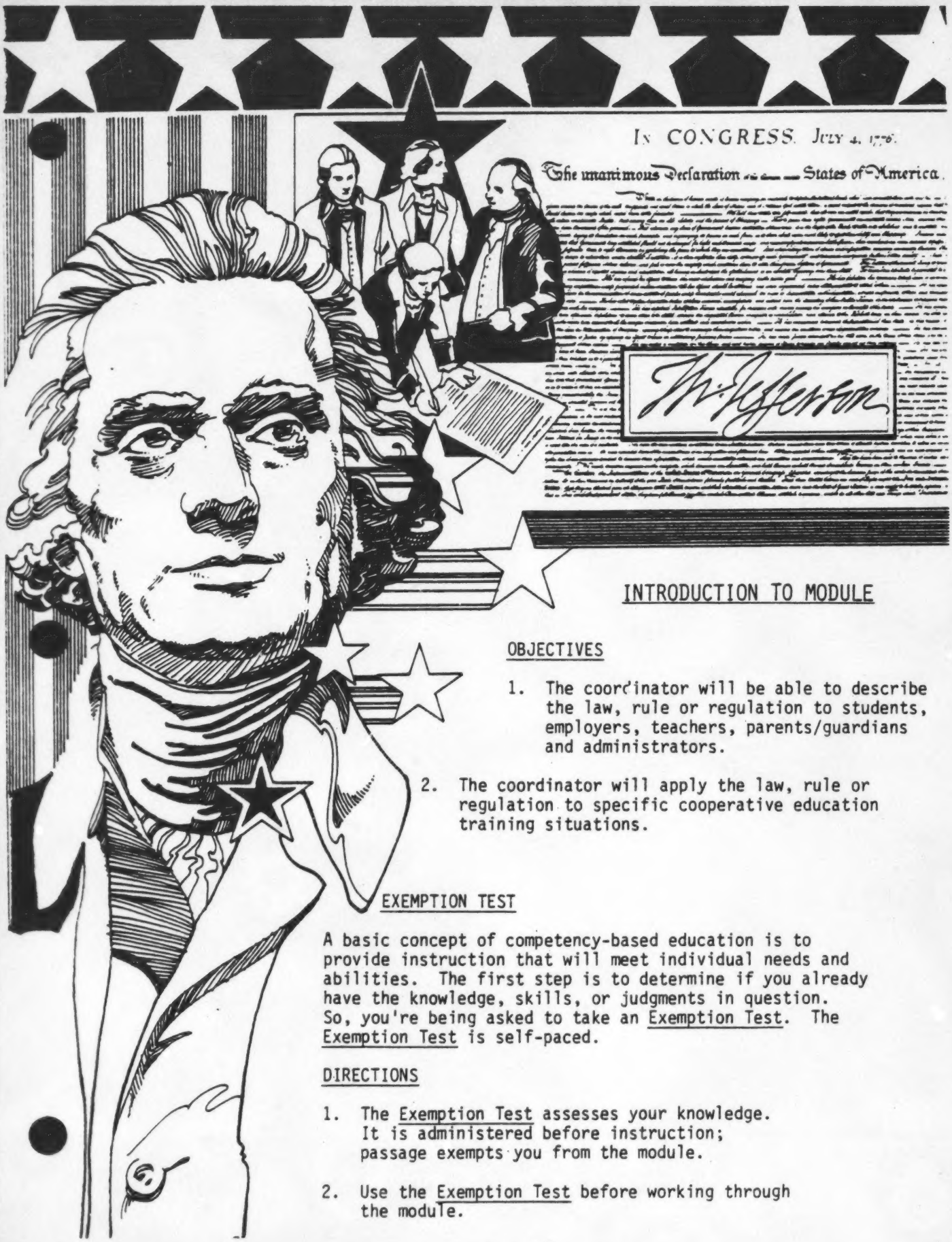
NOTE: This Module is not intended to serve as an in-depth or legally definitive analysis concerning the law, rule or regulation discussed. It does, however, represent an overview and an administrative opinion of the writers and may be subject to change or further clarification.



INTRODUCTION TO MODULE

OBJECTIVES

1. The coordinator will be able to describe the law, rule or regulation to students, employers, teachers, parents/guardians and administrators.

2. The coordinator will apply the law, rule or regulation to specific cooperative education training situations.

EXEMPTION TEST

A basic concept of competency-based education is to provide instruction that will meet individual needs and abilities. The first step is to determine if you already have the knowledge, skills, or judgments in question. So, you're being asked to take an Exemption Test. The Exemption Test is self-paced.

DIRECTIONS

1. The Exemption Test assesses your knowledge. It is administered before instruction; passage exempts you from the module.

2. Use the Exemption Test before working through the module.

EXEMPTION TEST

Directions: Read the statements below and mark with an (X) those statements which are correct in reference to the Civil Rights Act of 1964 (Amended 1972, 1975, 1978) Title VI, Title VII; Educational Amendments of 1972, Title IX.

_____1. The Educational Amendments Act of 1972, Title IX, is a federal law which prohibits schools from discriminating on the basis of sex; it means that your school cannot treat males and females differently just because of their sex.

_____2. The United States Civil Rights Act of 1964, Title VI, made racial and ethnic discrimination illegal in work programs that receive federal financial assistance.

_____3. Sex bias is that behavior which is defined as being against the law.

_____4. Sex discrimination is that unconscious underlying network of assumptions that says men and women are and should be different, not only physically, but also in their personalities, abilities and occupations.

_____5. Sex stereotyping is attribution of behaviors, abilities, interests, values and roles to a person or a group of persons on the basis of their sex.

_____6. Prejudice consists of "fixed" or stereotyped attitudes that people categorically feel toward certain other groups of people.

_____7. Sexual harassment may range from sexual innuendo made at inappropriate times to coerced sexual relations.

_____8. A non-traditional cooperative education training station for a male would be working in a child care center caring for small children, while a traditional cooperative education training station for a female would be working at a "dirty" occupation like welding.

_____9. The State of Michigan Elliott Larsen Civil Rights Act prohibits discriminatory practices based upon religion, race, color, national origin, age, sex, marital status, height, weight or handicap.

_____10. Employers, who can be classified as complying with Federal laws, rules and regulations, must have 20 employees; employers, who can be classified as complying with State of Michigan laws, rules and regulations, must have 4 employees before adhering to the regulations of the Civil Rights Act of 1964 and the Educational Amendments of 1972 or the Elliott Larsen Civil Rights Act of Michigan.

_____11. If cooperative education students, regardless of sex, are not extended the right to take any class they wish, the right to coeducation classes, the right to equal counseling and placement services, the right to be treated equally, and the right to participate in athletics, they should inform the Title IX Coordinator.

_____12. Structuring class competition in the related cooperative education class that allows males to challenge the females are unfair practices and constitutes sex bias.

_____13. A policy statement of non-discrimination on the basis of race, color, national origin or ancestry, age, sex, marital status or handicap must be included on the training agreement and other published cooperative education documents that are disseminated to students, parents/guardians, and employers.

_____14. Title IX, Educational Amendments of 1972, provides students the right to request and to receive written information such as the course description of cooperative education that does not reflect different treatment of men and women.

_____15. At the beginning of the school year, the cooperative education coordinator has the responsibility of advising student-learners, parents/guardians, and employers of the school district's non-discrimination policy.

_____16. If a cooperating employer calls you and requests "girls" for typing jobs, you can legally honor that request and sent only females.

_____17. If employment testing is given by one of your cooperating employers, the test must be shown to be accurately predictive of work related skills.

_____18. An employer who refuses to hire student-learners in cooperative education who observe the Sabbath on Friday evening, Saturday or some other day of the week, or who observe certain special religious holidays during the year, and do not work on these days, is in violation of the Civil Rights Act.

_____19. Bona Fide Occupational Qualifications (BFOQ) can be used in advertising job openings, if they have been granted an exemption by the Civil Rights Commission.

_____20. Word of mouth advertising about job openings is an economical method of disseminating information, but may be held to be discriminatory.

_____21. The polygraph can be used as a screening instrument in the selection of employees in the State of Michigan.

_____22. Cooperative education brochures must state that the program is accessible to all students of the general public regardless of race, color, national origin, sex or handicap.

_____23. The cooperative education coordinator has the responsibility to terminate the training agreement if the employer is discriminating in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, and pay.

_____24. Sexual harassment affects only female workers.

_____25. A cooperative education student-learner informs you that the boss hangs around the desk telling dirty jokes and making remarks about appearance. This is not sexual harassment.

ANSWER KEY

_____1. True

_____2. True

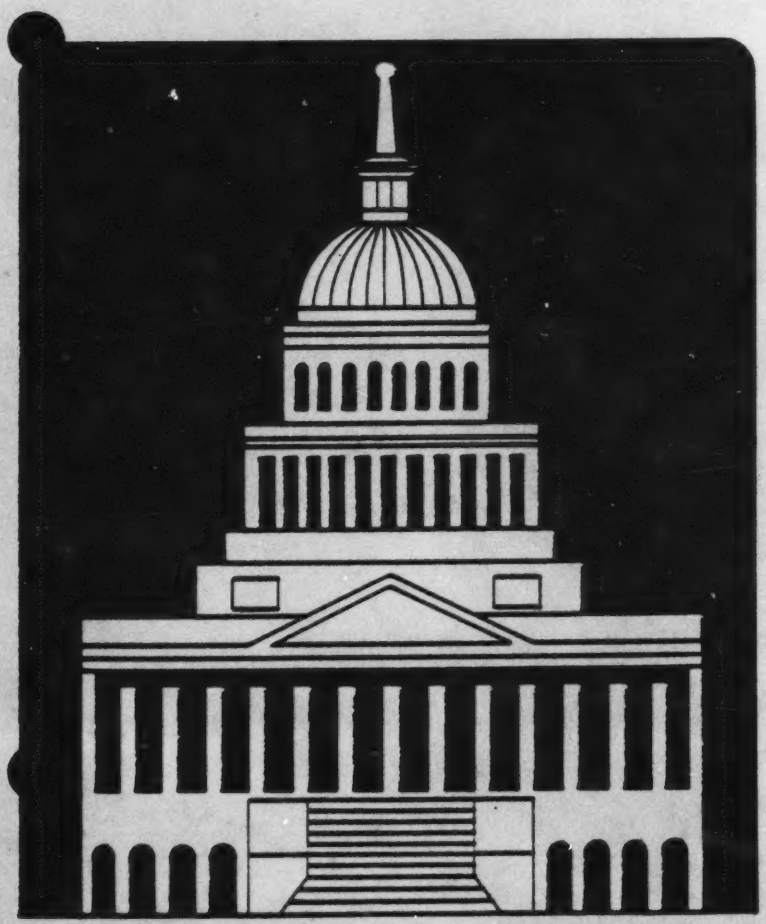
_____3. False. Sex bias is behavior resulting from the assumption one sex is superior to the other. Sex bias is the unconscious underlying network of assumptions that says men and women are and should be different. We are all biased, only a few of us intentionally discriminate.

_____4. False. Sex discrimination is any action which limits or denies a person or group of persons, opportunities, privileges, roles or rewards on the basis of sex. The denial of opportunity, privilege, role or reward on the basis of sex is discrimination. The term discrimination refers to the act of an individual or institution or the omission of an act, in either case based on conscious or unconscious stereotyping or on overt efforts to exclude persons on the basis of sex. Sex discrimination is against the law.

_____5. True

_____6. True

_____7. True



_____8. False. A traditional training station for a female would not be working at a "dirty" occupation like welding.

_____9. True

_____10. False. Federal employers must have 15 employees. Under Michigan law employers must have 4 employees.

_____11. True

_____12. True

_____13. True

_____14. True

_____15. True

_____16. False. Title IX clearly indicates that cooperative education students are required equal placement services and you cannot legally honor this request.

_____17. True

_____18. True

_____19. True

_____20. True

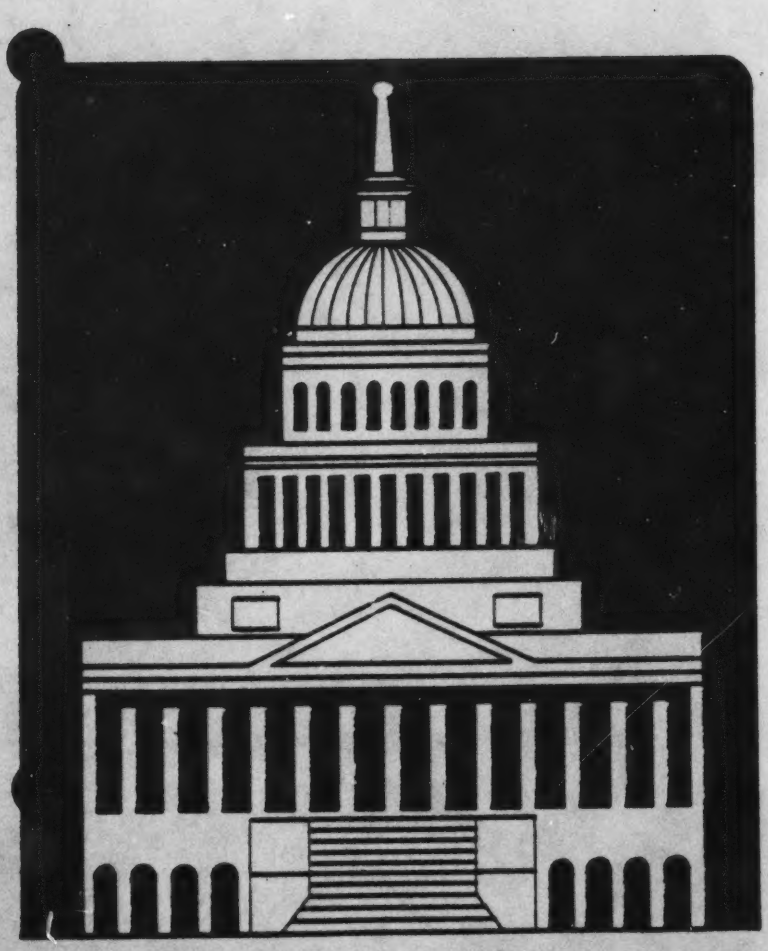
_____21. False. The polygraph cannot be used as a screening instrument.

_____22. True

_____23. True

_____24. False. Sexual harassment can affect either males or females.

_____25. False. This is an example of sexual harassment.



SCORING INSTRUCTIONS

24-25 Correct.....You know the Civil Rights Act of 1964 and the Educational Amendments of 1972.

22-23 Correct.....You have excellent knowledge about the Civil Rights Act of 1964 and the Educational Amendments of 1972, but you may want to read the next section, Acquiring Knowledge about the Civil Rights Act of 1964 and the Educational Amendments of 1972.

19-21 Correct.....You did fairly well; you should read more about the Civil Rights Act of 1964 and the Educational Amendments of 1972.

1-18 Correct.....Read on, you must learn more about the Civil Rights Act of 1964 and the Educational Amendments of 1972.

REINFORCEMENT EXERCISE

DIRECTIONS: Read and answer the questions and compare your answer with the response given on the left hand margin. Place a blank sheet of paper over the left hand margin. Good luck.

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

A. 1. The Federal Law that prohibited discrimination based on sex in any program receiving federal funds is?

A. Education Amendments of 1972, Title IX
B. Education Amendments of 1976, Title V
C. Education Amendments of 1978, Title I

C 2. No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance is stated in?

A. Title I, Civil Rights Act of 1964
B. Title II, Civil Rights Act of 1964
C. Title VI, Civil Rights Act of 1964

B 3. This federal law prohibits discrimination based on factors not related to job qualifications and promotes employment based on ability and merit. It is?

A. Title I, Civil Rights Act of 1964
B. Title VII, Civil Rights Act of 1964
C. Title IX, Civil Rights Act of 1964

E 4. Michigan legislation that further guaranteed the rights of individuals are/is?

A. Public Act 116 prohibits discrimination in obtaining public accommodations
B. Public Act 267 prohibits discrimination in employment because of sex
C. Elliot Larsen Act
D. None of the above
E. A, B, C

ANSWERS

E

5. Title VII, Civil Rights Act of 1964, covers?

   A. All private employers or 15 or more persons
   B. All educational institutions, public and private
   C. State and local governments
   D. Public and private employment agencies
   E. All of the above

E

6. Sex discrimination is?

   A. That behavior which is defined as being against the law
   B. Anything illegal which must be obvious
   C. The denial of opportunity, privilege, role, or reward on the basis of sex
   D. Refers to the act of an individual or institution or the omission of an act, in either case based on conscious or unconscious stereotyping or an overt effort to exclude persons on the basis of sex
   E. All of the above

C

7. Sex bias is?

   A. The unconscious underlying network of assumptions that says men and women are and should be different, not only physically, but also in their personalities, abilities and occupations.
   B. The accumulation of attitudes, beliefs, and behaviors which result from the arbitrary assumption that one sex is superior in some respects.
   C. Both "A" and "B"

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

D 8. Sex role stereotypes are:

A. Any societal expectation or condition which limits what both men and women can do to fulfill their potential
B. Based on the assumption that because a number of individuals share one attribute, e.g. race or sex, they are similar in all others
C. Assumption that all males or all females, because they share a common gender, also share common abilities, interests, values and roles
D. A, B, C

D 9. Prejudice is?

A. An underlying network of assumptions or beliefs that says various groups of people are different and should be different and are interwoven into our culture
B. Consists of "fixed" or stereotyped attitudes that people categorically feel toward certain other groups of people
C. The feeling and/or attitude is directed primarily at an entire group of people rather than an individual
D. All of the above

D 10. Equal employment opportunity prohibits discrimination because of?

A. Race
B. Religion
C. Sex
D. All of the above

ANSWERS

C

11. The amended Title VII of the Civil Rights Act covers all private employers of _____ or more persons?

    A. 5
    B. 10
    C. 15
    D. 20
    E. None of the above

C

12. EEOC stands for?

    A. Employer Employee Occupational Commission
    B. Efficient Employment Opportunity Commission
    C. Equal Employment Opportunity Commission

H

13. Sexual harassment of males and females may include but not be limited to?

    A. Verbal harassment or abuse
    B. Pressure for sexual activity
    C. Sexist remarks about clothing, body or sexual activities
    D. Unnecessary touching, patting, pinching
    E. Leering or ogling of a body
    F. Demanding sexual favors accompanied by implied or overt threats concerning one's jobs, grades, letters of recommendation, etc.
    G. Physical assault
    H. All of the above

A

14. The EEOC may bring a suit against an employer if?

    A. The employer does not have women and minorities represented at all levels of employment
    B. Any pattern of prejudice exists
    C. Male employees outnumber female employees by more than 6 to 1

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

A

15. Through "affirmative action", an employer should take steps to increase the proportion of women and minorities in the workforce by?

    A. The use of quotas, percentage goals and recruiting
    B. The hiring of just women and minorities
    C. The laying off of other employees without using seniority

B

16. When the State of Michigan Civil Rights Legislation conflicts with the Title VII of the United States Civil Rights Act of 1964?

    A. The State of Michigan law prevails
    B. The State of Michigan law is superseded by Title VII
    C. The State of Michigan law is changed

E

17. Some of the items Title VII covers in terms of practices during employment include?

    A. Wage and salary structure
    B. Promotions
    C. Fringe benefits and pensions
    D. Security or merit systems
    E. All of the above
    F. A and B only

A

18. If a statistical survey shows that women and minorities are not participating in a particular work force at all levels in reasonable relation to their presence in the population and the labor force, the burden of proof to show that this is not the result of discrimination is on?

    A. The employer
    B. The EEOC
    C. The alleged discriminated employee

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

C

19. The thrust of Title VII is two fold: It promotes employment based on ability and merit, and it?

    A. Prohibits discrimination based on factors related to job qualifications
    B. Prohibits discrimination based on factors not related to job qualifications
    C. Both of the above

E

20. The State of Michigan Elliott-Larsen Civil Rights Act prohibits discriminatory practices based upon?

    A. National origin
    B. Sex
    C. Height
    D. Weight
    E. All of the above

C

21. According to the State of Michigan Elliott-Larsen Civil Rights Act employers must have at least _____ employees to be covered?

    A. 7
    B. 15
    C. 4

C

22. Complaints about civil right violations should be filed with the Michigan Department of Civil Rights within _____ days following the discriminatory action?

    A. 120 days
    B. 90 days
    C. 180 days

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

C

23. The State of Michigan Elliott-Larsen Civil Rights Act contains all of the following except?

    A. Preserving the confidentiality of records regarding arrest, detention, or other disposition in which a conviction does not result
    B. Prescribing the powers and duties of the Civil Rights Commission and the Department of Civil Rights
    C. Promoting discriminatory practices based upon religion, race, color, national origin, age, sex, height, weight, or marital status
    D. All of the above

E

24. Which of the following items may be included on a job application?

    A. Marital status of an applicant
    B. Applicant's place of residence
    C. General distinguishing physical characteristics, such as scars
    D. If the applicant is in the United States on a visa
    E. B, C, D

B

25. HB 4402, State of Michigan, created the Polygraph Protection Act of 1981. This act amends the Elliot-Larsen Civil Rights Act as follows?

    A. It allows pre-employment polygraph examinations
    B. It does not allow pre-employment polygraph examinations

C

26. Title IX, Education Amendments Act of 1972 was passed to?

    A. Ensure that all education programs and activities were open to all students
    B. Ensure that students were not treated differently on the basis of their sex
    C. Both "A" and "B"

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

F

27. Title IX, Education Amendments Act of 1972 protects which of the following rights?

A. The right of a student to take any class
B. The right to coeducation classes
C. The right to equal counseling and placement services
D. The right to be treated equally
E. The right to participate fully in althletics, intramural programs and club sports
F. All of the above

A

28. A title IX grievance should be first filed?

A. With School Title IX Coordinator
B. With the Office of Civil Rights in Washington, D.C.
C. Both "A" and "B"

F

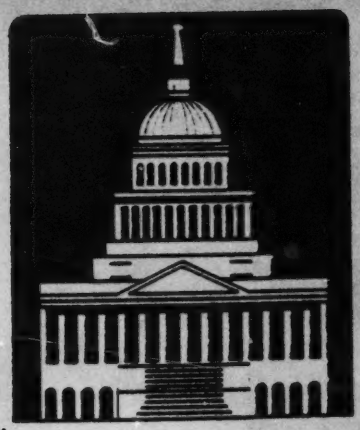
29. Title IX, Education Amendments Act of 1972 protects a students' rights to be treated equally with?

A. The same assignments
B. The same class activities
C. The same use of materials, equipment, facilities
D. The same grading standards
E. The same graduation or completion standards
F. All of the above

E

30. According to Title IX, Educational Amendments of 1972, males and females can be separated when?

A. Parts of a class deal with human sexuality
B. Students in music classes are grouped by vocal range
C. Parts of gym class involve bodily contact
D. Parts of gym class are grouped by ability, resulting in only males or females in such groups
E. All of the above



ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS

H

31. Title IX guarantees that all students receive the?

A. Same vocational training opportunities
B. Same placement services and placement opportunities
C. Same counseling services
D. Same student employment referral services
E. Same scholarship and financial aid information
F. Same testing and evaluation services
G. Same requirements for eligibility, screening and admission to school programs such as cooperative education

L

32. Title IX guarantees that students request and receive written information that does not reflect different treatment of men and women in which of the following?

A. Descriptions of courses and classes
B. Student handbooks
C. Career and vocational guides
D. Career interest tests
E. Aptitude tests
F. College and junior college information
G. Apprenticeship opportunities
H. Student rules for behavior
I. Student dress codes
J. Rules of married students
K. Rules for teenaged parents
L. All of the above

J

33. Title IX states that all students should be guaranteed the?

A. Same rules for behavior
B. Same rules for discipline
C. Comparable rules for dress
D. Same rules for dismissal and suspension from school
E. Same use of school facilities
F. Same chance to join after school activities
G. Same chance to participate in special school programs
H. Same chance to participate in enrichment programs
I. Same health and insurance benefits
J. All of the above

ACQUIRING KNOWLEDGE ABOUT CIVIL RIGHTS ACT OF 1964, EDUCATIONAL AMENDMENTS OF 1972, MICHIGAN CIVIL RIGHTS LEGISLATION

ANSWERS
D

34. In order to eliminate and prevent sex discrimination, the Michigan State Board of Education recommends to curriculum personnel and vocational educators the following guidelines?

A. Determine the extent and effects of sex discrimination in instructional materials, in all aspects of the curriculum
B. Develop prototype curriculum units that reflect awareness of the causes and effects of sex discrimination
C. Utilize the Michigan Department of Education's suggested guidelines for textbook selection or agency adopted criteria in examining instructional materials
D. All of the above

You be the judge...

CASE STUDIES

1. Jerry Provotti, is a cooperative education student at a retail store. He tells you that his boss, Ms. White, has invited him to her house several times. On the last visit Ms. White began verbal and physical advances towards Jerry. Jerry wants to quit his job. If any, what action would you suggest to Jerry?
   Jack Humbert/Carl Woloszyk

2. Tim Kote, a cooperative education student, just took a "non-traditional" job in a hospital as a medical aide. Tim hears side remarks that attack his masculinity. He wants to quit. If any, what action would you suggest to Tim?
   Carl Woloszyk/Jack Humbert

3. Joann Abdu took a "non-traditional" job in the skilled trades area. When Joann walks from her car to her on-the-job training station the men whistle and hiss and yell out what they'd like to do to her when she is alone. While on-the-job the men stare at her body and touch her when no one is looking. Pornographic pictures are pasted on her locker and objects from a local sex shop are attached with obscene notes to her work bench. Her supervisor says, "If you can't have a little fun you better leave the cooperative education program and this on-the-job training station." If any, what action would you take as the cooperative education coordinator?

You be the judge...

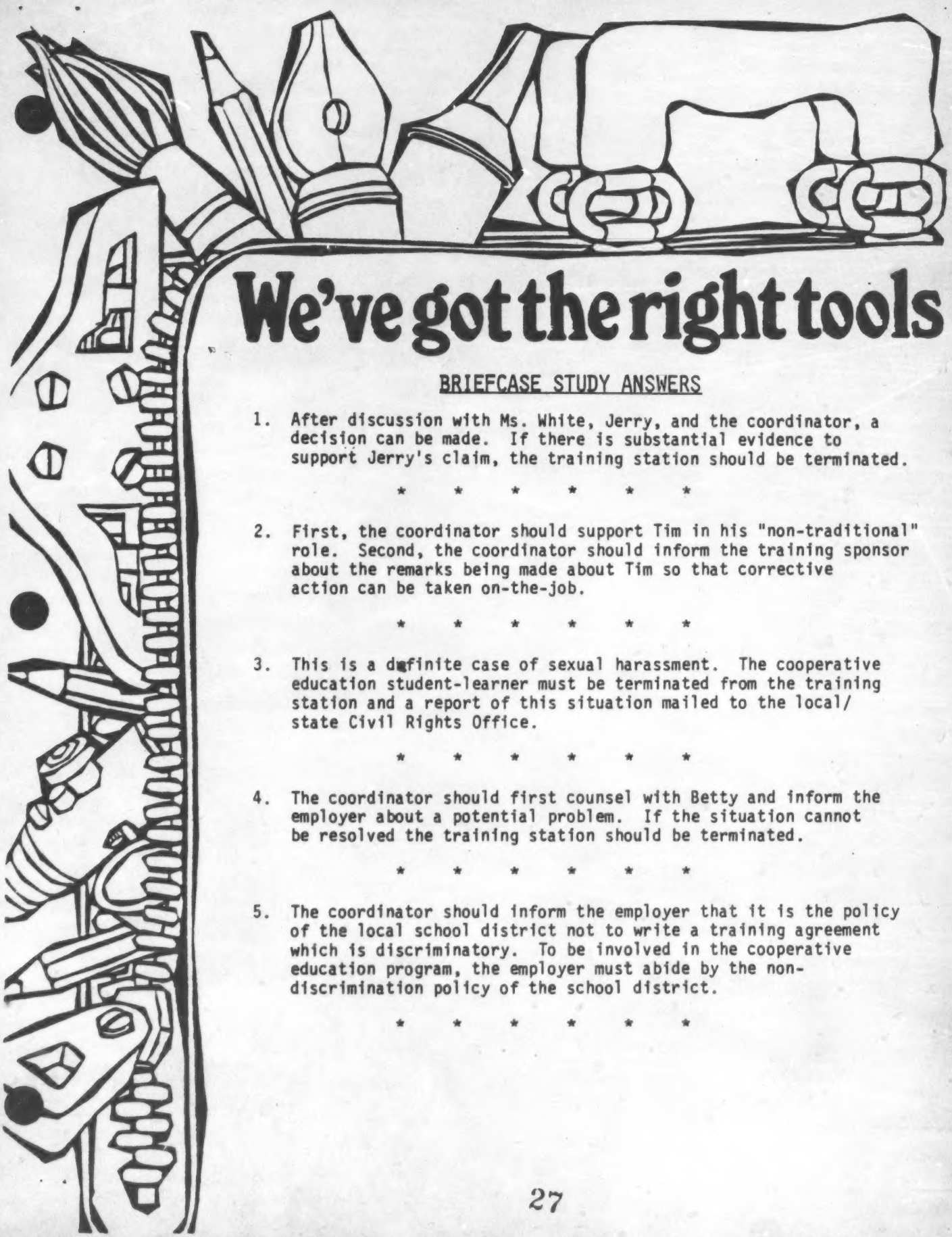
4. Betty Jones, one of your cooperative education students works in an office for a paper products manufacturer. After several months of on-the-job experiences in the cooperative education program, Betty begins to tell stories about advances made towards her by one of the male supervisors. These stories spread throughout the office where Betty works and to Betty's friends in the cooperative education program. If any, what action would you take as the cooperative education coordinator?
Gloria Muhlada, Lamphere High School

5. Jim Rodriquez who is enrolled in an office education cooperative education program has a career objective as an accountant. Through the co-op education program, Jim is referred to an accounting office of a small chain of stores to apply for a part-time job left vacant by a graduating senior, Betty Washington. Betty who worked for a year on this job had excellent bookkeeping skills. Jim is also very talented in bookkeeping and received "A's" in his preparatory classes. Jim was not accepted for employment because the employer "wanted another beautiful and charming young woman." If any, what action would you take as the coordinator?
Pat Steele, Berkley High School

6. Molly works in a factory and wears an apron filled with bolts for the assembly line. Her supervisor "checks" the bolts by reaching into the apron that Molly wears while working. These "checks" are accompanied by squeezes. Molly's male supervisor does not "check" the aprons of the male workers. This same male supervisor waits until Molly is alone in the cloakroom and backs her up against the wall. When Molly protests, he says he's being friendly and she shouldn't be "uncooperative" or she'll be out of a job. If any, what action should the cooperative education coordinator take?

You be the judge...

7. Vocational education courses offered in Michigan Town High School provide training and work experience in accounting, shorthand, typesetting, mechanical drawing and sales. A cooperative education program is included, and many students work part of the school day in positions similar to those which they plan to enter following high school graduation. Although both males and females participate in all of the classes, the Michigan Town School District maintains separate referral lists for males and females because some of the participating employers have stated that they will not accept either males or females for on-the-job experiences. These same male and female referral lists are maintained for post-graduation referral purposes when the Placement Specialist refers graduating seniors. If any, what action should the cooperative education coordinator take in this situation?



We've got the right tools

BRIEFCASE STUDY ANSWERS

1. After discussion with Ms. White, Jerry, and the coordinator, a decision can be made. If there is substantial evidence to support Jerry's claim, the training station should be terminated.

* * * * * *

2. First, the coordinator should support Tim in his "non-traditional" role. Second, the coordinator should inform the training sponsor about the remarks being made about Tim so that corrective action can be taken on-the-job.

* * * * * *

3. This is a definite case of sexual harassment. The cooperative education student-learner must be terminated from the training station and a report of this situation mailed to the local/ state Civil Rights Office.

* * * * * *

4. The coordinator should first counsel with Betty and inform the employer about a potential problem. If the situation cannot be resolved the training station should be terminated.

* * * * * *

5. The coordinator should inform the employer that it is the policy of the local school district not to write a training agreement which is discriminatory. To be involved in the cooperative education program, the employer must abide by the non-discrimination policy of the school district.

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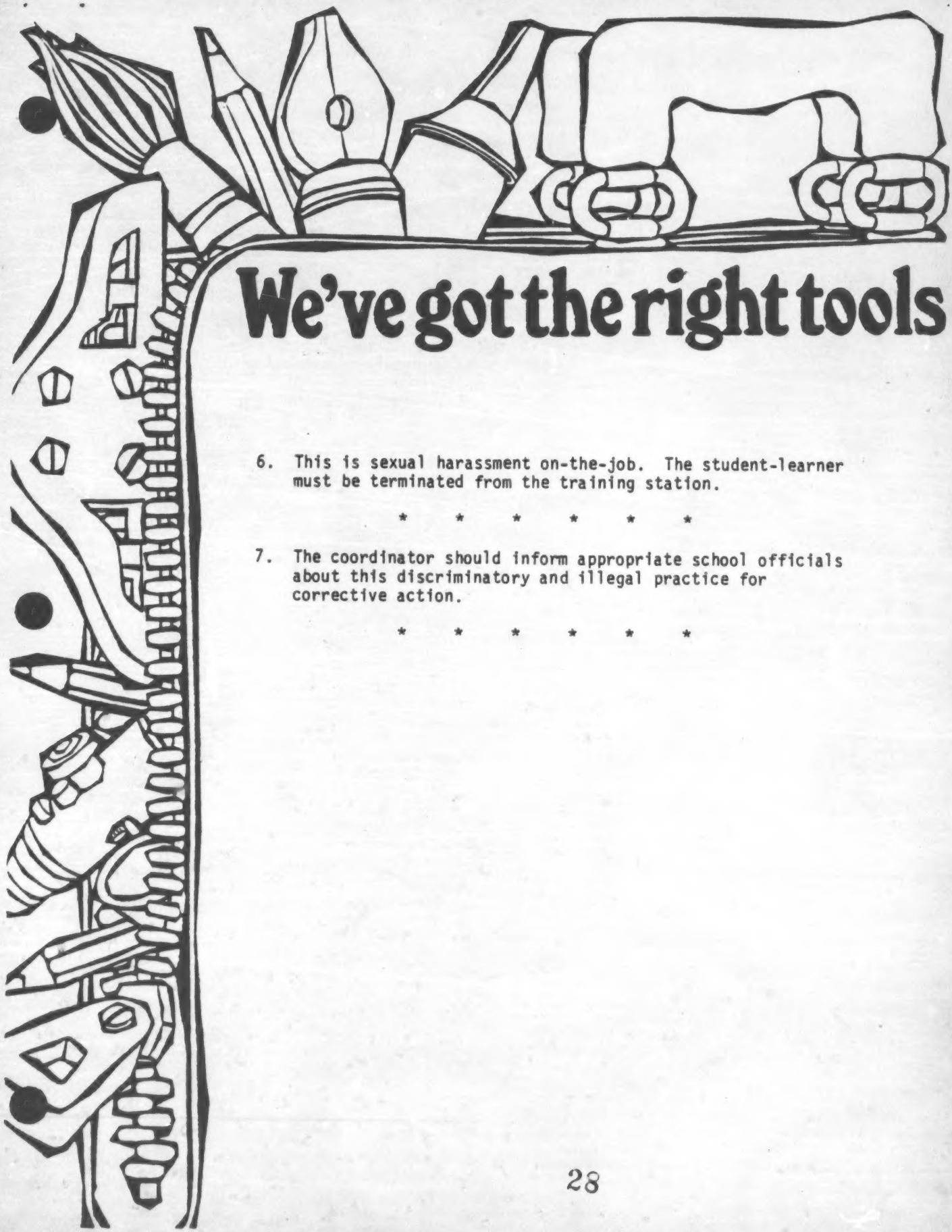

We've got the right tools

6. This is sexual harassment on-the-job. The student-learner must be terminated from the training station.

* * * * * *

7. The coordinator should inform appropriate school officials about this discriminatory and illegal practice for corrective action.

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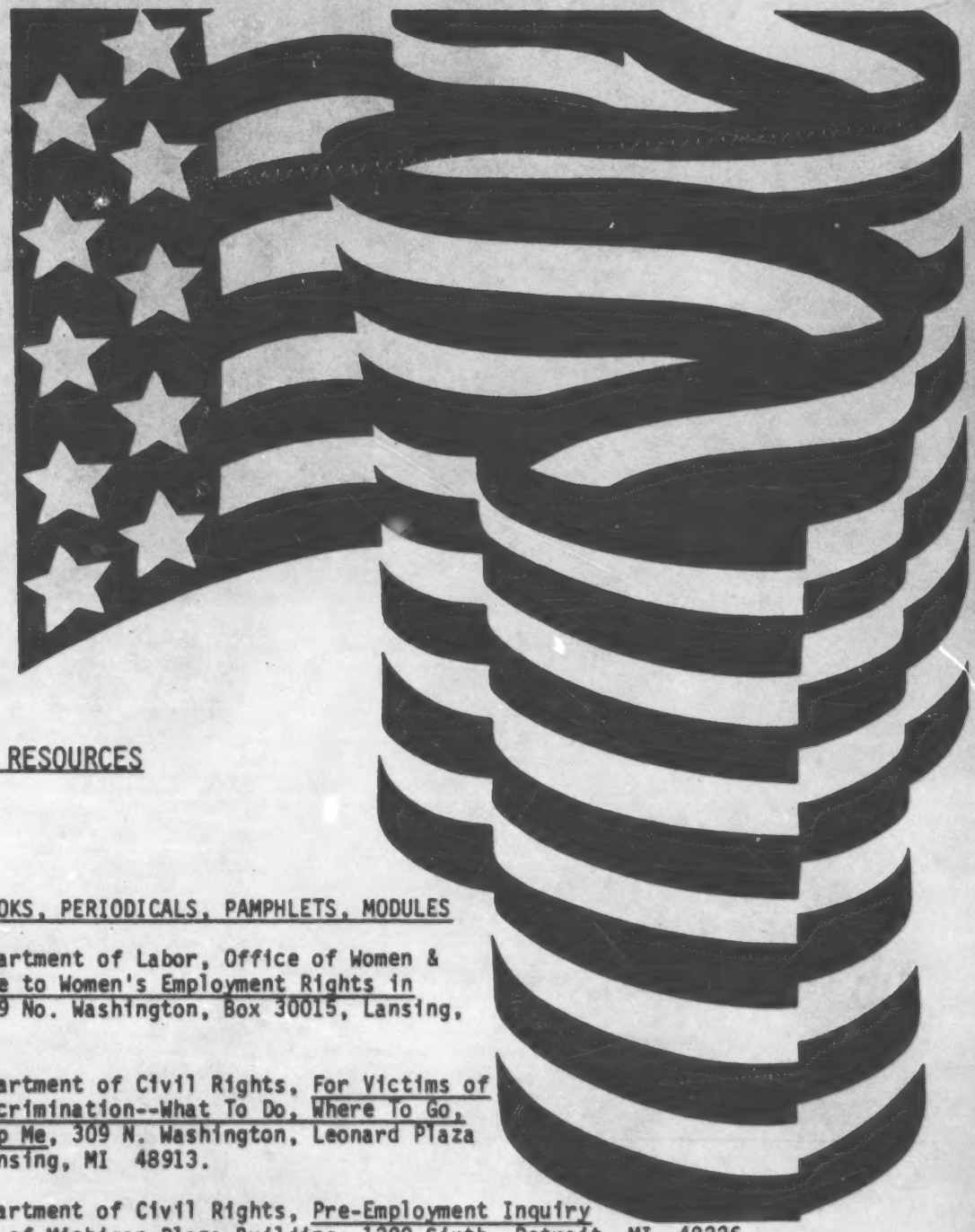


ADDITIONAL RESOURCES

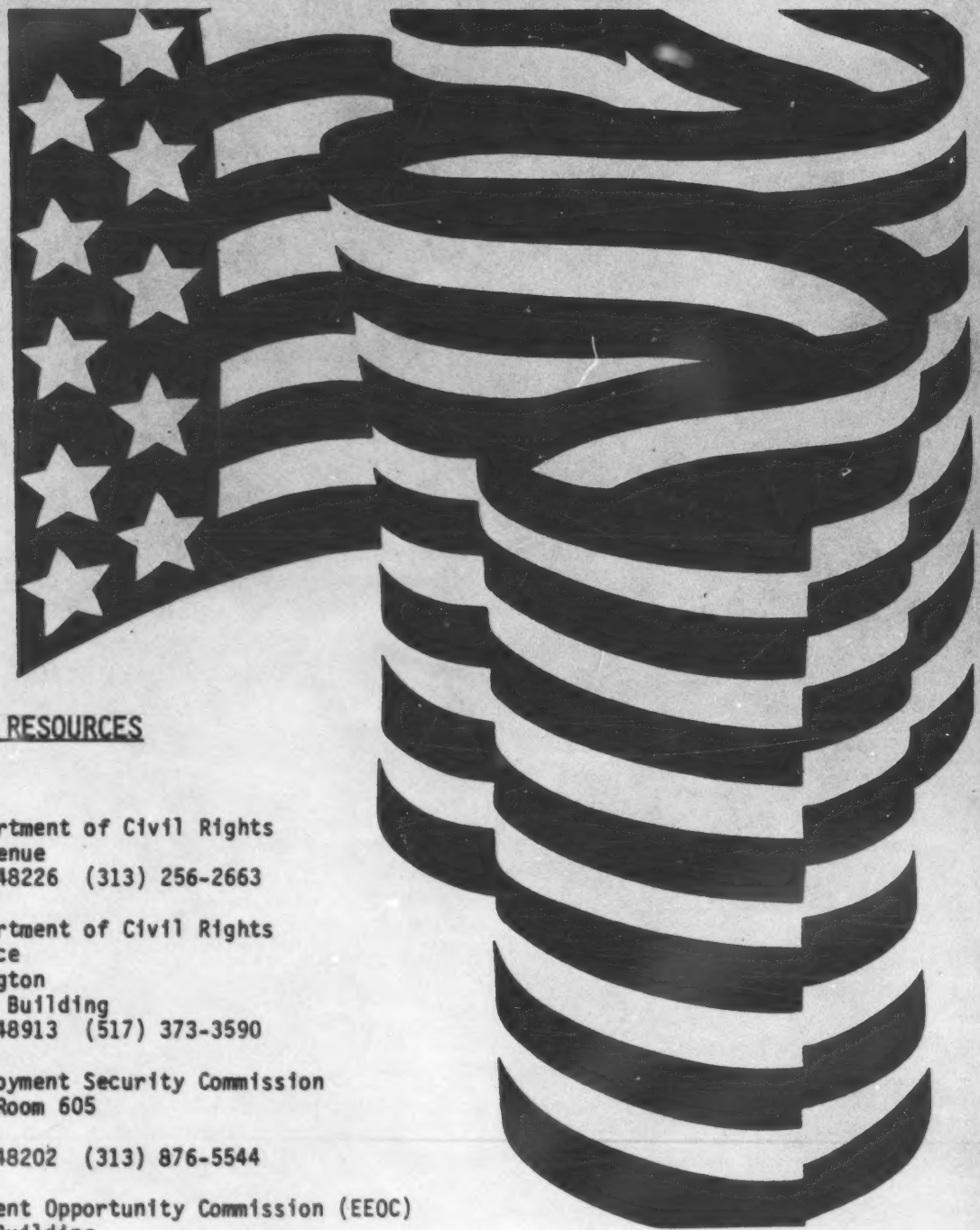
REFERENCE BOOKS, PERIODICALS, PAMPHLETS, MODULES

Michigan Department of Labor, Office of Women & Work, A Guide to Women's Employment Rights in Michigan, 309 No. Washington, Box 30015, Lansing, MI, 1980.

Michigan Department of Civil Rights, For Victims of Unlawful Discrimination--What To Do, Where To Go, Who Will Help Me, 309 N. Washington, Leonard Plaza Building, Lansing, MI 48913.

Michigan Department of Civil Rights, Pre-Employment Inquiry Guide, State of Michigan Plaza Building, 1200 Sixth, Detroit, MI 48226.

Michigan Employment Security Commission, Discrimination, Room 605, 7310 Woodward, Detroit, MI 48202, May, 1981.



ADDITIONAL RESOURCES

AGENCIES

Michigan Department of Civil Rights
1200 Sixth Avenue
Detroit, MI 48226 (313) 256-2663

Michigan Department of Civil Rights
District Office
309 N. Washington
Leonard Plaza Building
Lansing, MI 48913 (517) 373-3590

Michigan Employment Security Commission
EEO Division-Room 605
7310 Woodward
Detroit, MI 48202 (313) 876-5544

Equal Employment Opportunity Commission (EEOC)
1st National Building
660 Woodward
Suite 600
Detroit, MI 48226 (313) 226-7636

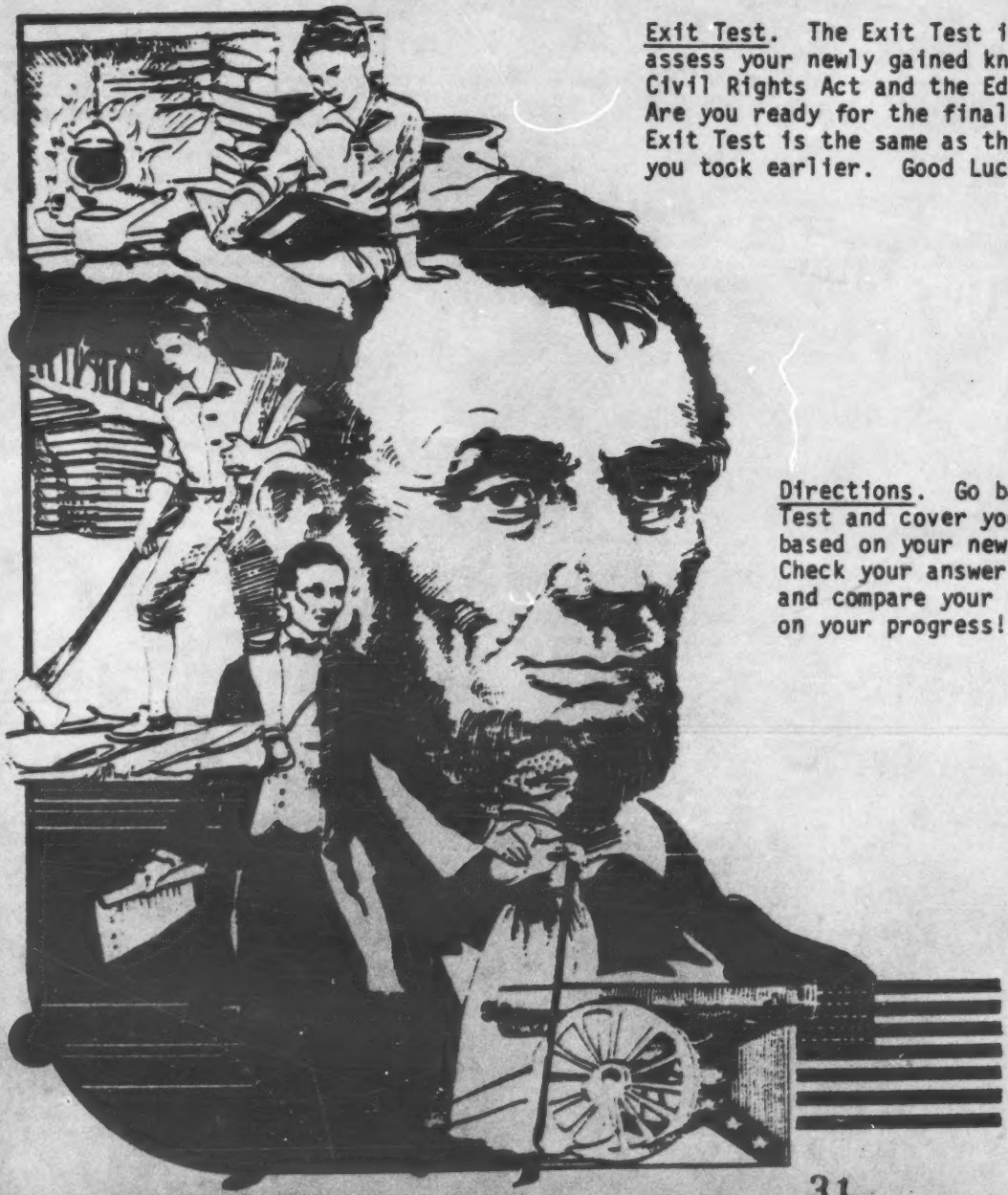
Michigan Equal Employment Opportunity Council (MEEOC)
300 E. Michigan Avenue
Lansing, MI 48909 (517) 373-3922

Michigan Department of Labor
Office of Women and Work
309 No. Washington
Box 30015
Lansing, MI 48909 (517) 373-9475

EXIT TEST

Civil Rights Act of 1964
Title VI
Title VII

Educational Amendments of 1972
Title IX



Exit Test. The Exit Test is administered to assess your newly gained knowledge about the Civil Rights Act and the Educational Amendments. Are you ready for the final examination? The Exit Test is the same as the Exemption Test you took earlier. Good Luck.

Directions. Go back to the Exemption Test and cover your original answers based on your newly acquired knowledge. Check your answers with the Answer Key and compare your scores. Congratulations on your progress!